



LOCO 1014 Salary Tables *** 0205 FIRE CAPTAIN(56 HOURS)

**PRELIMINARY
NEW CONTRACT*****

Whats new: → Jul 2026: +2.0176% COLA (+8 salary levels); +3.0416% Emergency Response Staffing Sustainability Bonus (+12 salary levels)
→ Jul 2027: +5.120% COLA (+20 salary levels)

EFFECTIVE JULY 2026

† AirOps/HM/USAR/PM Coord.; EMS Capt.

		Base Salary Schedule 116J+4 Notes: N3W	EMT +51 levels +13.5804%	40-Hr Bonus +10 levels +2.5283%	PM +66 levels +17.9150%	PM+40-Hr +10 levels +2.5283%	Safety Bonus† +20 levels +5.1206%	Safety+PM +66 levels +17.9150%	Safety+40-Hr +10 levels +2.5283%	Saf+PM+40 +66 levels +17.9150%
Full Steps (≈5.57%)	Step 3	\$ 11,172.82	\$ 12,690.1336	\$ 13,010.9782	\$ 14,963.5710	\$ 15,341.8950	\$ 13,339.9446	\$ 15,729.7957	\$ 13,677.2184	\$ 16,127.4921
	Fit for Life	+3.0416%	\$ 13,076.1167	\$ 13,406.7201	\$ 15,418.7030	\$ 15,808.5341	\$ 13,745.6924	\$ 16,208.2332	\$ 14,093.2247	\$ 16,618.0259
	Step 4	\$ 11,795.36	\$ 13,397.2171	\$ 13,735.9389	\$ 15,797.3285	\$ 16,196.7324	\$ 14,083.2350	\$ 16,606.2466	\$ 14,439.3014	\$ 17,026.1022
	Fit for Life	+3.0416%	\$ 13,804.7069	\$ 14,153.7312	\$ 16,277.8200	\$ 16,689.3722	\$ 14,511.5907	\$ 17,111.3422	\$ 14,878.4872	\$ 17,543.9681
	Step 5	\$ 12,452.10	\$ 14,143.1450	\$ 14,500.7261	\$ 16,676.8894	\$ 17,098.5312	\$ 14,867.3589	\$ 17,530.8462	\$ 15,243.2503	\$ 17,974.0786
	Fit for Life	+3.0416%	\$ 14,573.3229	\$ 14,941.7802	\$ 17,184.1337	\$ 17,618.6001	\$ 15,319.5645	\$ 18,064.0644	\$ 15,706.8890	\$ 18,520.7782
½-Step	Step 6	\$ 13,146.82	\$ 14,932.2107	\$ 15,309.7418	\$ 17,607.3162	\$ 18,052.4820	\$ 15,696.8295	\$ 18,508.9165	\$ 16,093.6924	\$ 18,976.8774
	Fit for Life	+3.0416%	\$ 15,386.3888	\$ 15,775.4029	\$ 18,142.8603	\$ 18,601.5663	\$ 16,174.2643	\$ 19,071.8837	\$ 16,583.1981	\$ 19,554.0781
½-Step	Step 7	\$ 13,508.74	\$ 15,343.2809	\$ 15,731.2051	\$ 18,092.0297	\$ 18,549.4505	\$ 16,128.9489	\$ 19,018.4501	\$ 16,536.7371	\$ 19,499.2936
	Fit for Life	+3.0416%	\$ 15,809.9621	\$ 16,209.6854	\$ 18,642.3169	\$ 19,113.6506	\$ 16,619.5270	\$ 19,596.9153	\$ 17,039.7185	\$ 20,092.3841

EFFECTIVE JULY 2027

† AirOps/HM/USAR/PM Coord.; EMS Capt.

		Base Salary Schedule 118G+4 Notes: N3W	EMT +51 levels +13.5804%	40-Hr Bonus +10 levels +2.5283%	PM +66 levels +17.9150%	PM+40-Hr +10 levels +2.5283%	Safety Bonus† +20 levels +5.1206%	Safety+PM +66 levels +17.9150%	Safety+40-Hr +10 levels +2.5283%	Saf+PM+40 +66 levels +17.9150%
Full Steps (≈5.57%)	Step 3	\$ 11,737.36	\$ 13,331.3404	\$ 13,668.3967	\$ 15,719.6500	\$ 16,117.0899	\$ 14,013.9850	\$ 16,524.5904	\$ 14,368.3006	\$ 16,942.3817
	Fit for Life	+3.0416%	\$ 13,736.8264	\$ 14,084.1347	\$ 16,197.7789	\$ 16,607.3073	\$ 14,440.2344	\$ 17,027.2023	\$ 14,805.3268	\$ 17,457.7012
	Step 4	\$ 12,390.82	\$ 14,073.5429	\$ 14,429.3643	\$ 16,594.8181	\$ 17,014.3849	\$ 14,794.1927	\$ 17,444.5723	\$ 15,168.2343	\$ 17,885.6235
	Fit for Life	+3.0416%	\$ 14,501.6038	\$ 14,868.2478	\$ 17,099.5661	\$ 17,531.8944	\$ 15,244.1729	\$ 17,975.1664	\$ 15,629.5913	\$ 18,429.6326
	Step 5	\$ 13,082.10	\$ 14,858.7015	\$ 15,234.3741	\$ 17,520.6379	\$ 17,963.6122	\$ 15,619.5562	\$ 18,417.7997	\$ 16,014.4654	\$ 18,883.4569
	Fit for Life	+3.0416%	\$ 15,310.6438	\$ 15,697.7428	\$ 18,053.5456	\$ 18,509.9934	\$ 16,094.6406	\$ 18,977.9955	\$ 16,501.5614	\$ 19,457.8161
½-Step	Step 6	\$ 13,812.28	\$ 15,688.0429	\$ 16,084.6837	\$ 18,498.5558	\$ 18,966.2548	\$ 16,491.3648	\$ 19,445.7928	\$ 16,908.3160	\$ 19,937.4408
	Fit for Life	+3.0416%	\$ 16,165.2104	\$ 16,573.9154	\$ 19,061.2079	\$ 19,543.1324	\$ 16,992.9662	\$ 20,037.2560	\$ 17,422.5993	\$ 20,543.8580
½-Step	Step 7	\$ 14,192.36	\$ 16,119.7393	\$ 16,527.2947	\$ 19,007.5906	\$ 19,488.1595	\$ 16,945.1667	\$ 19,980.8933	\$ 17,373.5913	\$ 20,486.0702
	Fit for Life	+3.0416%	\$ 16,610.0373	\$ 17,029.9889	\$ 19,585.7255	\$ 20,080.9114	\$ 17,460.5709	\$ 20,588.6322	\$ 17,902.0265	\$ 21,109.1745

NOTES:

Calculate your Regular Hourly Rate of Pay: Divide by 243.6 (for 56-hour rate) or 174 (40-hour rate) (LA County Code §6.24.020(A) and §6.26.010(C)).

PEER Support bonus: Add 2.0176% (§6.76.020(X)). **Bi-Lingual Pay:** \$50 per pay period (§6.10.140). **Catalina Island Assignment:** +11.6125% (§6.76.020(L)).

Uniform Replacement and Maintenance Allowance: \$1,750 paid between December 1 and 15 on separate warrant.

Fire Chief Driver: Add 5.6468% (+22 salary levels) (§6.76.020(E)).

Arson Investigator Shooting Bonus: Per pay period: Marksman \$2; Sharpshooter \$4; Expert \$8; Distinguished Expert \$16 (§6.10.110).



LOCO 1014 Salary Tables

0205 FIRE CAPTAIN(56 HOURS)

***** PRELIMINARY
NEW CONTRACT *****

Whats new: → Jul 2028: +4.0759% COLA (+16 salary levels); +1.0100% Emergency Response Staffing Sustainability Bonus (+4 salary levels)

→ Jul 2028: 19-Year Longevity +3.0416% (+12 levels)

→ Jan 2029: 24-Year Longevity +4.0759% (+16 levels)

→ July 2029: 29-Year Longevity +4.0759% (+16 levels)

EFFECTIVE JULY 2028 THROUGH JULY 2029

† AirOps/HM/USAR/PM Coord.; EMS Capt.

		Base Salary Schedule 120E+4 Notes: N3W	EMT +51 levels +13.5804%	40-Hr Bonus +10 levels +2.5283%	PM +66 levels +17.9150%	PM+40-Hr +10 levels +2.5283%	Safety Bonus† +20 levels +5.1206%	Safety+PM +66 levels +17.9150%	Safety+40-Hr +10 levels +2.5283%	Saf+PM+40 +66 levels +17.9150%
Full Steps (≈5.57%)	Step 3	\$ 12,330.46	\$ 14,004.9858	\$ 14,359.0739	\$ 16,513.9790	\$ 16,931.5019	\$ 14,722.1251	\$ 17,359.5938	\$ 15,094.3446	\$ 17,798.4964
	Fit for Life	+3.0416%	\$ 14,430.9614	\$ 14,795.8195	\$ 17,016.2682	\$ 17,446.4905	\$ 15,169.9133	\$ 17,887.6032	\$ 15,553.4542	\$ 18,339.8555
	19-Yrs Service	+3.0416%	\$ 14,869.8935	\$ 15,245.8491	\$ 17,533.8350	\$ 17,977.1430	\$ 15,631.3214	\$ 18,431.6725	\$ 16,026.5281	\$ 18,897.6805
	24-Yrs Service	+4.0759%	\$ 15,475.9755	\$ 15,867.2547	\$ 18,248.4966	\$ 18,709.8734	\$ 16,268.4384	\$ 19,182.9290	\$ 16,679.7534	\$ 19,667.9311
	29-Yrs Service	+4.0759%	\$ 16,106.7608	\$ 16,513.9881	\$ 18,992.2871	\$ 19,472.4691	\$ 16,931.5237	\$ 19,964.8060	\$ 17,359.6035	\$ 20,469.5763
	Step 4	\$ 13,018.28	\$ 14,786.2145	\$ 15,160.0544	\$ 17,435.1648	\$ 17,875.9781	\$ 15,543.3574	\$ 18,327.9499	\$ 15,936.3401	\$ 18,791.3354
	Fit for Life	+3.0416%	\$ 15,235.9520	\$ 15,621.1626	\$ 17,965.4728	\$ 18,419.6938	\$ 16,016.1242	\$ 18,885.4128	\$ 16,421.0598	\$ 19,362.8927
	19-Yrs Service	+3.0416%	\$ 15,699.3687	\$ 16,096.2959	\$ 18,511.9106	\$ 18,979.9472	\$ 16,503.2706	\$ 19,459.8315	\$ 16,920.5228	\$ 19,951.8344
	24-Yrs Service	+4.0759%	\$ 16,339.2593	\$ 16,752.3648	\$ 19,266.4376	\$ 19,753.5509	\$ 17,175.9274	\$ 20,252.9948	\$ 17,610.1864	\$ 20,765.0512
	29-Yrs Service	+4.0759%	\$ 17,005.2312	\$ 17,435.1744	\$ 20,051.7183	\$ 20,558.6859	\$ 17,876.0010	\$ 21,078.4866	\$ 18,327.9600	\$ 21,611.4139
	Step 5	\$ 13,744.82	\$ 15,611.4215	\$ 16,006.1251	\$ 18,408.2077	\$ 18,873.6224	\$ 16,410.8199	\$ 19,350.8183	\$ 16,825.7347	\$ 19,840.0651
	Fit for Life	+3.0416%	\$ 16,086.2585	\$ 16,492.9674	\$ 18,968.1117	\$ 19,447.6825	\$ 16,909.9714	\$ 19,939.3928	\$ 17,337.5062	\$ 20,443.5205
	19-Yrs Service	+3.0416%	\$ 16,575.5381	\$ 16,994.6175	\$ 19,545.0458	\$ 20,039.2032	\$ 17,424.3051	\$ 20,545.8694	\$ 17,864.8438	\$ 21,065.3306
	24-Yrs Service	+4.0759%	\$ 17,251.1405	\$ 17,687.3011	\$ 20,341.6823	\$ 20,855.9811	\$ 18,134.5024	\$ 21,383.2985	\$ 18,592.9970	\$ 21,923.9324
	29-Yrs Service	+4.0759%	\$ 17,954.2797	\$ 18,408.2178	\$ 21,170.7889	\$ 21,706.0500	\$ 18,873.6466	\$ 22,254.8604	\$ 19,350.8290	\$ 22,817.5300
	Step 6	\$ 14,511.36	\$ 16,482.0607	\$ 16,898.7766	\$ 19,434.8219	\$ 19,926.1925	\$ 17,326.0411	\$ 20,430.0014	\$ 17,764.0954	\$ 20,946.5331
	Fit for Life	+3.0416%	\$ 16,983.3791	\$ 17,412.7698	\$ 20,025.9514	\$ 20,532.2676	\$ 17,853.0300	\$ 21,051.4003	\$ 18,304.4081	\$ 21,583.6429
	19-Yrs Service	+3.0416%	\$ 17,499.9456	\$ 17,942.3966	\$ 20,635.0607	\$ 21,156.7771	\$ 18,396.0478	\$ 21,691.6997	\$ 18,861.1550	\$ 22,240.1310
	24-Yrs Service	+4.0759%	\$ 18,213.2259	\$ 18,673.7107	\$ 21,476.1251	\$ 22,019.1062	\$ 19,145.8523	\$ 22,575.8317	\$ 19,629.9168	\$ 23,146.6165
	29-Yrs Service	+4.0759%	\$ 18,955.5788	\$ 19,434.8325	\$ 22,351.4705	\$ 22,916.5829	\$ 19,926.2181	\$ 23,496.0000	\$ 20,430.0126	\$ 24,090.0494
½-Step	Step 7	\$ 14,910.36	\$ 16,935.2465	\$ 17,363.4203	\$ 19,969.1959	\$ 20,474.0771	\$ 17,802.4327	\$ 20,991.7385	\$ 18,252.5316	\$ 21,522.4726
	Fit for Life	+3.0416%	\$ 17,450.3490	\$ 17,891.5461	\$ 20,576.5790	\$ 21,096.8166	\$ 18,343.9115	\$ 21,630.2232	\$ 18,807.7006	\$ 22,177.1001
	19-Yrs Service	+3.0416%	\$ 17,981.1188	\$ 18,435.7354	\$ 21,202.4362	\$ 21,738.4974	\$ 18,901.8599	\$ 22,288.1281	\$ 19,379.7556	\$ 22,851.6388
	24-Yrs Service	+4.0759%	\$ 18,714.0112	\$ 19,187.1575	\$ 22,066.6263	\$ 22,624.5368	\$ 19,672.2808	\$ 23,196.5699	\$ 20,169.6551	\$ 23,783.0487
	29-Yrs Service	+4.0759%	\$ 19,476.7756	\$ 19,969.2069	\$ 22,966.0399	\$ 23,546.6903	\$ 20,474.1033	\$ 24,142.0389	\$ 20,991.7501	\$ 24,752.4220

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